2018 ANNUAL REPORT

SEYMOUR COLLEGE

Chair of the Board

Community

Our students and community are at the heart of our Board's thinking and deliberations. The "voice of the customer" is the lens through which we view Seymour College's strategy, assess opportunities and support our talented and dedicated staff.

We believe that regular Board meetings are merely one part of our role. Equally important for us is to move away from the Board table, to read the culture of the College and listen to our community, through tours of the College grounds and learning spaces, attendance at College events which showcase our girls' learning and achievements, hosting staff events as well as engaging with leaders in the broader education sector and the Uniting Church.

In 2018, we actively sought the views of all current parents and caregivers through a comprehensive survey. We were thrilled that overall satisfaction with education at Seymour College scored as "very high" and exceeded the benchmark of many other leading schools across Australia.

We also read the many thoughtful and constructive ideas and suggestions for improvement from our community. This feedback has been developed into an action plan by the College Executive who, through the Principal, are accountable to the Board for delivery.

Governance and Board

In line with our commitment to leading governance practice, we commissioned an independent Board performance and governance review in 2018, undertaken by Anne Skipper AM, an accomplished board director and highly respected governance advisor.

The review highlighted an inclusive and respectful Board culture which sets the tone from the top, a strong consensus decision-making style, together with a composition of highly qualified and experienced directors who contribute a diversity of skills, thinking styles and backgrounds.

The innovative curriculum in our Middle School *Adventure* comprises the 'super subjects' GEM (Global Studies, English and Media Studies) and STEM (Science, Technology, Engineering and Mathematics) and our SOJ (Strength, Optimism, Justice) wellbeing program. It provides every student the opportunity to apply the skills they are developing to real word problems and to incorporate their own interests and passions into their studies.

Refurbishment of the Paton building in the Junior School has created new light and bright learning spaces.

In response to the review, we streamlined our sub-committee structures and terms of references to increase our focus on strategic matters. The operations of the College will continue to be monitored by the Board through a balanced scorecard of key result areas for which the Principal is accountable.

I am deeply grateful to my fellow Board members for their commitment, expertise and unwavering support they volunteer to Seymour.

We farewelled two Board members in 2018, Craige Whitton, who chaired our Finance and Audit Committee and Dr Tiffany Hughes who chaired our Nominations Committee. Both Craige and Tiffany have been great colleagues, trusted advisors and outstanding contributors to the Seymour College Board.

Performance

Seymour College's performance is measured across many dimensions. Community and student satisfaction are key, as are academic performance and a healthy school culture which promotes well being. A wide offering of the highest quality co-curriculum experiences, to spark our girls' interests and encourage participation in sport, art, music and performance are also fundamental.

We continue to make significant operating investments in our people and learning practices designed to deliver a world class learning experience and prepare our students for a future where they will make a difference and reach their potential. Our strong balance sheet and disciplined allocation of resources provide the foundations for Seymour girls to thrive and flourish for generations to come.

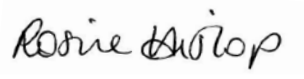
People

The value of a Seymour education is created by dedicated people: Heads of School, teachers, sport coaches, band directors, psychologists, administrators, groundstaff, nurses, caterers and volunteers, to mention but a few, who work as one team aligned to the same purpose.

As a Board it is our role to monitor the level of engagement of our people, assess the culture and make sure that Seymour provides a compelling value proposition for the best workforce, who have a passion for bringing out the best in each and every girl whether that is by finding new ways of making a subject interesting, helping a girl discover and celebrate her strengths or making the grounds look their very best.

I thank you, our great community, for a fabulous 2018. Seymour exists because our community of parents and communities of parents for the last almost 100 years have placed and continue to place a high value on the very best education for girls and young women.

You are present at sport matches, supporting each point scored, watching hundreds of hours of concerts, discussing homework and role modelling the power of perseverance in everything you do. Together, in partnership with Seymour, we are nurturing your daughters' talents into skill and developing their skills into success.



Rosina Hislop

Chair, Seymour College Board

Principal

Our Strategic Plan, *Towards our Centenary*, sets a clear pathway for educational excellence at Seymour College. Our imperative is to ensure our girls and young women are prepared and confident to earn a living in a globalised, digitised and more complex world. We have achieved a lot in 2018 towards this goal.

Our focus during the year was to build the capacity of our girls to become competent and creative problem solvers so that they are prepared and confident for their future.

Throughout 2018 our aim was to transform education and improve schooling for all our students and we have reached our goal. We have been innovative, experimental and certainly adapted to change.

This has included new approaches in design thinking, futures thinking, entrepreneurship, literacy and numeracy programs, improvements in sport and performance, and in boarding. At Seymour, learning is truly everyone's business – we are a very vibrant learning community.

The concept of *One College, Four Schools* has been strengthened in our Executive and management structure, and in how we promote Seymour College both internally and externally. From Early Years to Year 12 we consider that there has never been a more important time to be developing young women of strength, optimism and justice.

Our focus, in every way, is on giving our girls the learning, the skills and the confidence to walk onto the world stage and challenge the status quo.

2018 saw our first cohort of students complete the International Baccalaureate Diploma Programme (IBDP). I am extremely proud of the academic performance of the Class of 2018's IB and SACE cohorts and congratulate all the girls on their dedication, commitment and perseverance in their studies.

Based on IB and SACE results, both the 2018 Dux of the College and Dux of the Boarding House titles were awarded to Kristen Coles, who achieved an ATAR of 99.7, and Sophie Messent was named Proximae Accessit, with an ATAR of 99.5.

A total of 28 Merits were gained across 15 IB and SACE subjects. 75% of our IB and 34% of our SACE students achieved an ATAR of 90+, putting them in the top 10% of students Australia-wide. 20 students achieved an ATAR of 95+ and were presented a

Principal, Kevin Tutt (middle), with 2018 Dux of the College and the Boarding House, Kristen Coles (left) and 2018 Proximae Accessit, Sophie Messent.

Freda Gibson Medal at the Class of 2018 Awards Ceremony on Friday 1 February 2019.

Congratulations to 2018 Head Girl, Anjana Prabu, who was awarded a Governor of South Australia Commendation – Excellence Award, one of just 25 presented across the state.

2018 Dux of the College, Kristen Coles, was awarded the Bronze Bragg Medal by the Australian Institute of Physics (SA Branch) for achieving the highest result in South Australia in SACE Stage 2 Physics in 2018. Kristen was also awarded the Andy Thomas Scholarship at the University of Adelaide, where she will undertake a Bachelor of Engineering (Honours) (Mechanical).

Congratulations also to Darcy Munchenberg (Year 11) and Year 12, Zixin (Vika) Wang, who were selected to participate in the 2019 SACE Art Show.

NAPLAN results in 2018 were our best ever (over ten years), with a significant growth in the numbers of girls achieving in the highest bands.

Year 7 spelling results saw the highest mean score ever, and Year 9s achieved the highest ever mean scores in numeracy, spelling and reading. In every year, and in every category, our students achieved results well above the national mean scores.

Our Master Plan to 2022 is a bold and exciting capital works program. The first stage, the refurbishment of the Taylor Building was completed in time for the start of the 2018 academic year.

Our new Learning and Innovation Centre, named Yurrebilla in tribute to Indigenous women and children, provides a vibrant and modern learning environment for the girls in the Middle and Senior Schools.

Under the leadership of our new Sport co-curricular team, Seymour College achieved success across a variety of areas in 2018 including finishing either first, second or third place in almost every summer and winter sport, second on the premiership table in rowing and strong Intercol wins, defeating Wilderness in both summer and winter sports. We were also successful in winning four IGSSA shields.

Our annual Swimming Carnivals and Sports Day continued to showcase our girls' sporting talents and the fervour of our Clans. Clan Douglas won the Barr Smith Campus Swimming Carnival, while Clan Stewart was the winner of the Junior School Swimming Carnival and was also victorious on Sports Day.

This year has once again seen many girls enter a number of national and state-wide competitions including athletics, basketball, football, netball, soccer, swimming and volleyball, making the finals rounds in all these sports.

The College's prowess in competitions such as the da Vinci Decathlon, the state and Australasian Philosothon and the Lego League State final, where the Seymour team won the prestigious Strategy and Innovation Award for their application of the Engineering Design Process used in the build of their robot, has been outstanding.

Similarly, new leadership and new concepts for Performance saw exceptional showcases of talent in bands, orchestra, choir and Caledonian programs across the College. Key events such as Scots Night and Ceilidh, *A Few Strings Attached*, *A Night on Broadway*, the Cabaret Evening and the Summer Concert Series, saw individual students and ensembles perform at their best.

Our various productions in Senior, Middle and Junior

Schools remain wonderful highlights of our year with memorable performances by a talented cast, who were ably assisted by a committed back stage crew and artistic set designers.

The Boarding House has been at full capacity this year, and ably led by Director of Boarding, Hayley Hall and her team, with assistance from Head Boarder, Grace Heaslip, and Deputy Head Boarder, Hwee Koon (Lauren) Sim.

The boarders returned to improved facilities in the foyer, a refurbished Year 12 Common Room and upgrades of bedrooms and bathrooms. I express deep thanks to the Boarders' Parents' Association, under the direction of Kerry Yeates, for their strong support, wise counsel, and for developing a strong community within our boarding families.

In 2018 we elected 14 Prefects who were supported by an exceptional Student Leadership Team. Anjana Prabu, Head Girl, and Ella Rigney, Deputy Head Girl, have been exemplary role models for all girls.

Crescam Ministrando, the heart and soul of our College, is expressed through our Service Learning program under Dean of Service Learning, Lynne Moten. I was delighted to join the Sarvodaya India trip in January and also the inaugural Cambodia Service Trip for our Year 10 girls in September 2018.

Both programs saw our girls give of their hearts, hands and minds. Our other Service Learning events across the year mean that every girl commits individually and collectively to our motto, *Crescam Ministrando – I will grow by serving*.

The Exchange programs at Seymour College offer a unique opportunity for our girls to engage at national and international levels. We were pleased to include St Catherine's School, Sydney, in our partnerships this year and the 2018 trip to China was a great success, as was the return visit of girls from Minhang School.

Seymour's affiliation with the Uniting Church in Australia is greatly valued. We thank Rev Sue Ellis, Moderator of the UCA Synod of South Australia, Rev Dr Peter Trudinger from Scots Church and Rev Mark Dickens, Chaplain at Prince Alfred College, for their support of our spiritual and faith formation activities.

Seymour is blessed by the contribution of many community groups, including the Old Collegians' Association, Parents' and Friends' Association, Rowing Parents' Support Group, Pipe Band Support Group, the College Foundation and a massive team of volunteers who assist with every event and function.

Our Street Fair, held for the second time, was a great success as was the inaugural Long Lunch, held under the trees in perfect weather.

In 2018, we have done all we can to enable every Seymour girl to develop her academic abilities and wellbeing. Our desire is for every girl to emerge from their time at the College fully prepared for whatever she chooses to do beyond the gates of Seymour. We are confident that she will be self-reliant, self-confident and self-motivated.

Kevin Tutt
Principal

Above left: Jessica March, Lucy Newson, Ekaterini Tolis and India Whitton enjoy meeting some locals during the 2018 Cambodia Service Trip.

Above right: Our inaugural Long Lunch was a wonderful day of community connection.

Student Leadership

The 2018 Student Leadership Team (SLT) branded this year the *Year of Formation: A Bond in the Black Watch*, with the purpose of honouring the power of womankind. Inspired by the Class of 2017's redefining of the College's thistle as, "beautiful, robust and fierce", we asked ourselves:

What if there were more than one thistle?

We discovered the answer is:

The only thing more powerful than an empowered woman with a vision is an army of them.

At our first assembly, we introduced the student body to our *Formation* music video, with cinematography and editing by Victoria Auricht. The excitement from College staff and students was electric. The pillars of the Black Watch Clan – fierce, empowered, driven – became measures for the success of our call to women.

We are fierce: Our network is our net worth. The students' acapella renditions of the traditional bagpipe medleys in the Sports Centre, due to the heavy downpour on Sports Day, was so powerful. The highlight of the 2018 calendar was Intercol. Record-breaking crowds accompanied by thundering war cries, blaring bagpipes and our iconic koala and new thistle mascots, cemented our summer, winter and overall Intercol Cup wins for the Black Watch Clan.

We are empowered: Our actions were girls first.

Set your compass of goals before heading out into the wilderness; find your true North.

The introduction of the Wellbeing Leader into our SLT welcomed new initiatives such as Mindful May, a four week program which included activities like meditation, yoga and "Puppy Playdates". We installed three student panels regarding academic excellence, mental wellbeing and cultural diversity in our assemblies to value the power of authenticity.

We are driven: Our press for progress and disruption of the status quo builds a promising future for ourselves and others. Our Prefect team designed a legacy Think Tank workshop with the Prefects from PAC, with this year's focusing on leadership, influence and vision through social media. To conclude our year, the Class of 2018 donated $1,185 to the Leukaemia Foundation's World's Greatest Shave.

We are most proud of 2018 as a celebration of womankind. Our Black Watch Formal, *The Enchanted Hour,* was a reminder of this with the highlight being our Funk Band performing their iconic *Groove Fusion* medley and chart-topping *Valerie* by Amy Winehouse. 2018 was a memorable year in Black Watch.

Anjana Prabu
2018 Head Girl

Ella Rigney
2018 Deputy Head Girl

The 2018 Sports Captain, Olivia Dukalskis (middle) with the Summer Intercol trophy and winning Summer Intercol 2018 Sports Leaders (from left): Eliza Cook (swimming), Laura Purvis (rowing), Alex Mangal (water polo), Lily Latham (basketball) and Kristen Coles (tennis).

Class of 2018 Academic Achievement

2018 Results

Seymour College offers the South Australian Certificate of Education (SACE) and the International Baccalaureate Diploma Programme (IB DP) as pathways to tertiary education.

We are extremely proud of the academic performance of our 2018 Year 12 cohort and congratulate them on their dedication, commitment and perseverance in their studies.

100%
IB AND SACE COMPLETION

95+
ATAR ACHIEVED BY 20 IB AND SACE STUDENTS

28
A+ GRADES AWARDED IN IB AND SACE

90%
of Seymour students' grades were in the A or B band.

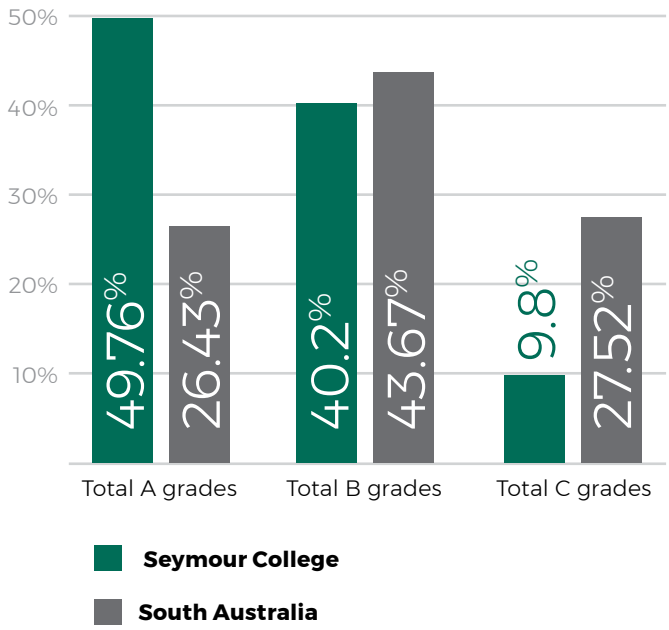
On the basis of the IB and SACE results, Seymour boarder **Kristen Coles** was awarded both *2018 Dux of the College* and *Dux of the Boarding House* with an ATAR of **99.7** and **Sophie Messent** was awarded *Proximae Accessit*, with an ATAR of **99.5**.

Anjana Prabu was also awarded a Governor of South Australia Commendation – Excellence Award 2018. This prestigious SACE award, of which there are only 25 presented in SA, recognises Anjana's excellence in her SACE studies and the SACE capabilities of literacy, numeracy, critical and creative thinking, personal and social capability and ethical understanding.

Kristen Coles was awarded the Bronze Bragg Medal by the Australian Institute of Physics (SA Branch) for achieving the highest result in South Australia in SACE Stage 2 Physics in 2018.

Kristen was also awarded the Andy Thomas Scholarship at the University of Adelaide and will undertake a Bachelor of Engineering (Honours) (Mechanical).

2018 SACE Grade Distribution



Subject Merits

Seymour SACE students achieved 25 Merits across 12 subjects in the following areas:

Biology	4
Dance	1
English	2
Ensemble Performance	1
General Mathematics	2
Mathematical Methods	2
Physical Education	1
Physics	1
Psychology	1
Research Project B	8
Solo Performance	1
Specialist Mathematics	1

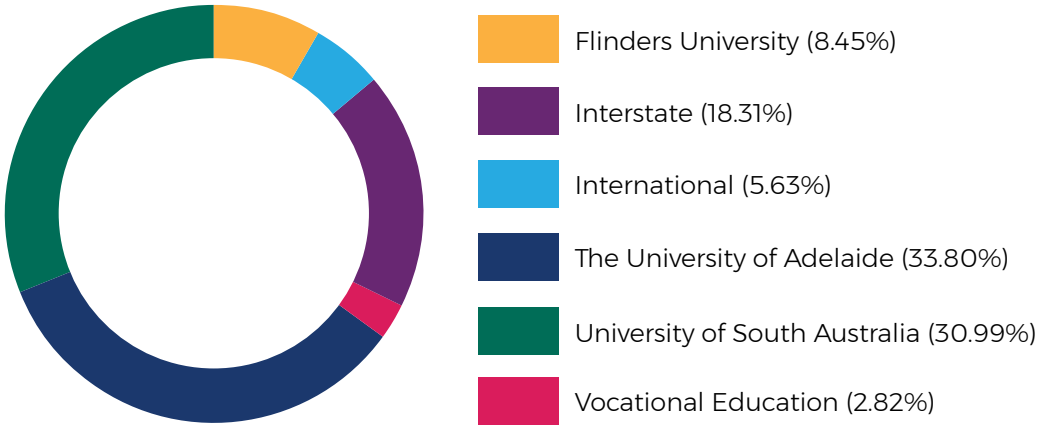
Sheridan Ling, while still in Year 11, achieved 3 SACE Subject Merits.

Nga Ying (Agnes) Au and Harriet Hyde were each awarded 2 SACE Subject Merits.

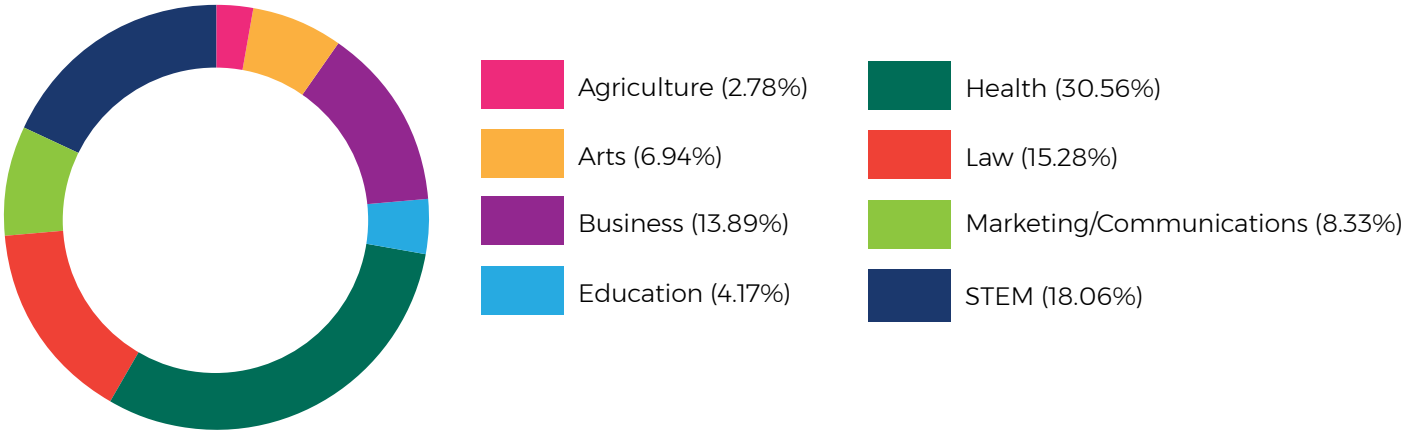
Seymour IB students achieved 3 Merits across 3 subjects in the following areas:

Film HL	1
Mathematics SL	1
Spanish ab initio	1

Class of 2018 Tertiary Destinations



Class of 2018 Tertiary Areas of Study



NAPLAN 2018

8/10
BEST EVER
SCORES FOR YEAR 3 AND YEAR 5 TESTS.

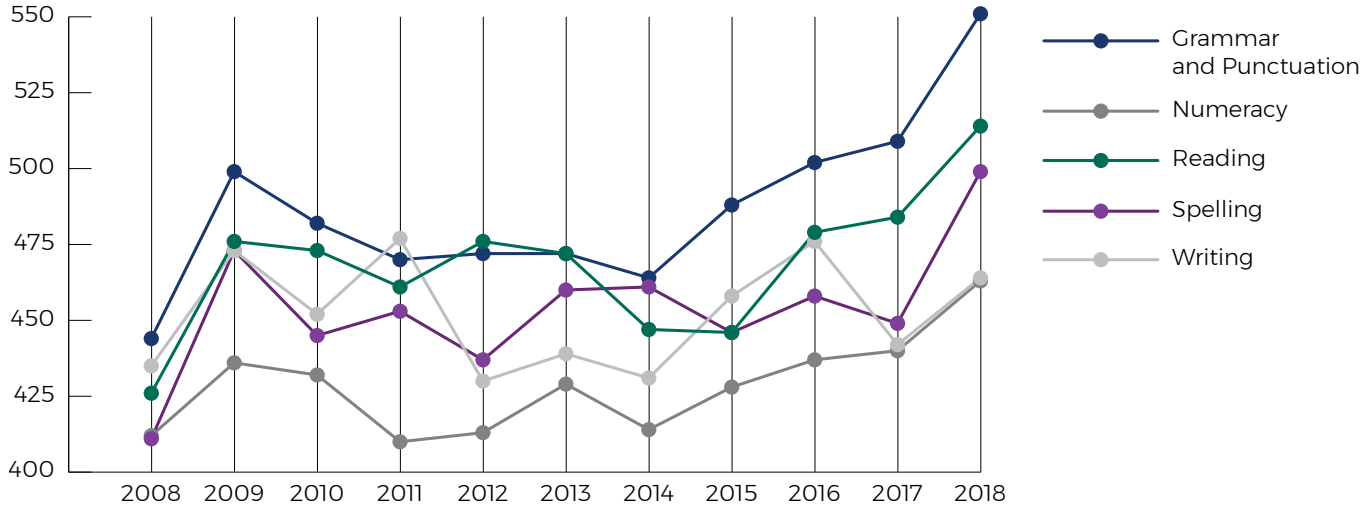
As part of the annual NAPLAN testing, students in Years 3, 5, 7 and 9 are tested across five 'domains': Grammar and Punctuation, Numeracy, Reading, Spelling and Writing.

We were delighted that Seymour's performance in NAPLAN in 2018 was our **best ever**, with a significant growth in the number of girls achieving in the highest bands.

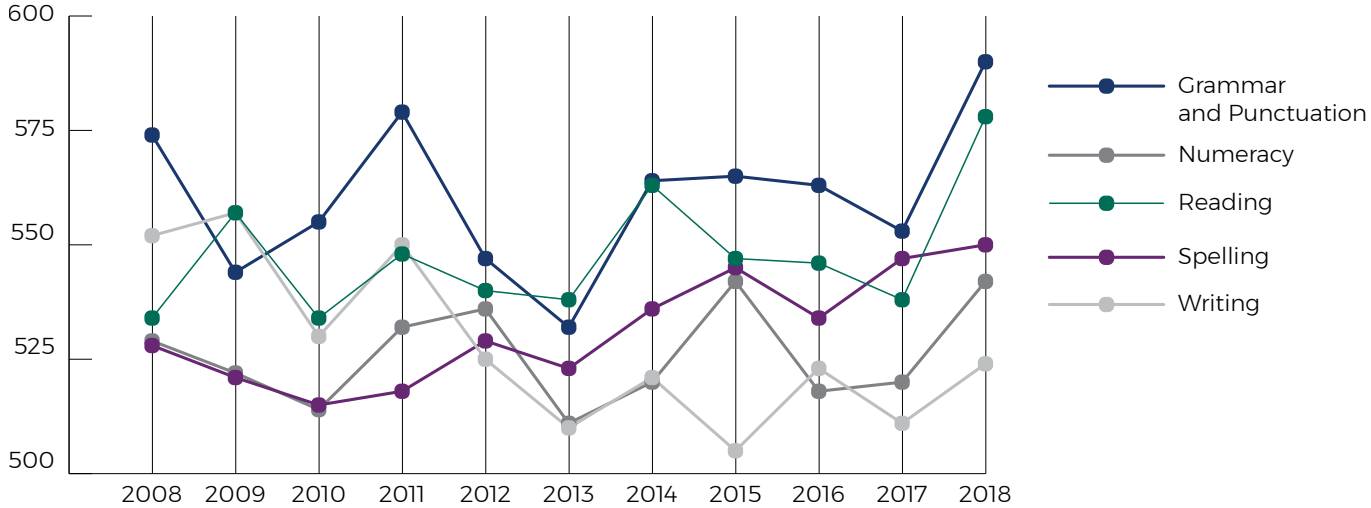
There were some significant achievements and milestones across all year levels tested, providing affirmation that our data-informed instruction in literacy and numeracy is delivering results.

A snapshot of our results is presented below.

Seymour Year 3 results over last 10 years



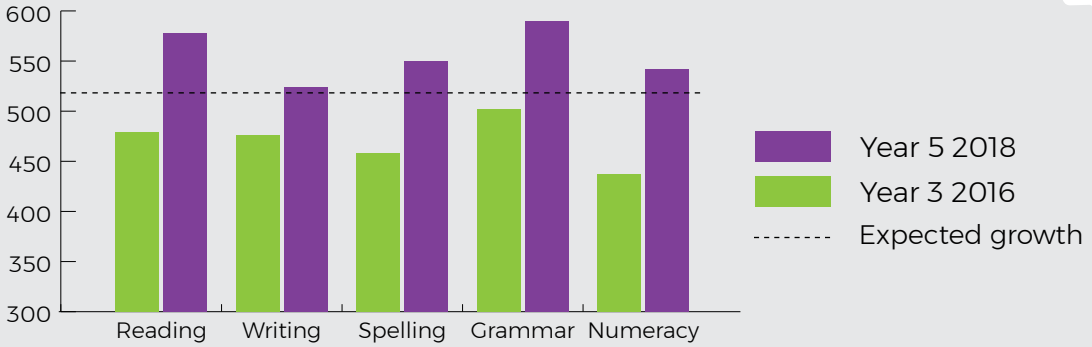
Seymour Year 5 results over last 10 years



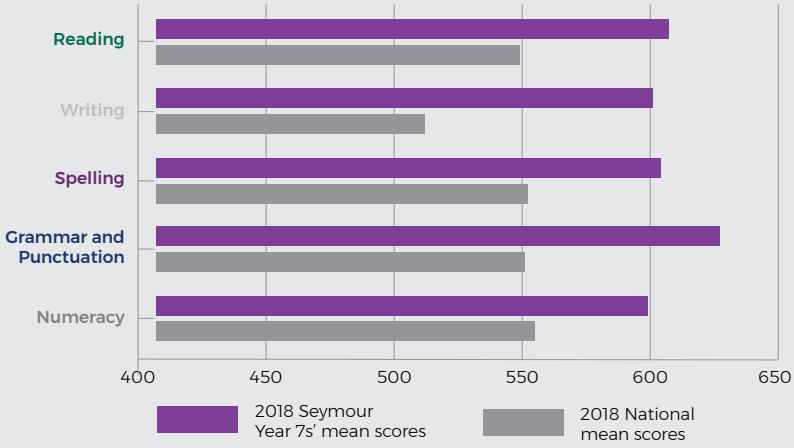
Seymour College Highlights of NAPLAN 2018

14
BEST SCORES
SINCE 2012 FOR YEARS 3, 5, 7 & 9.

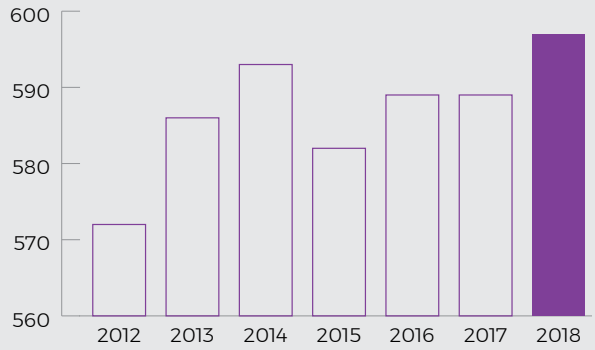
Seymour Year 5 results show expected growth exceeded in all domains



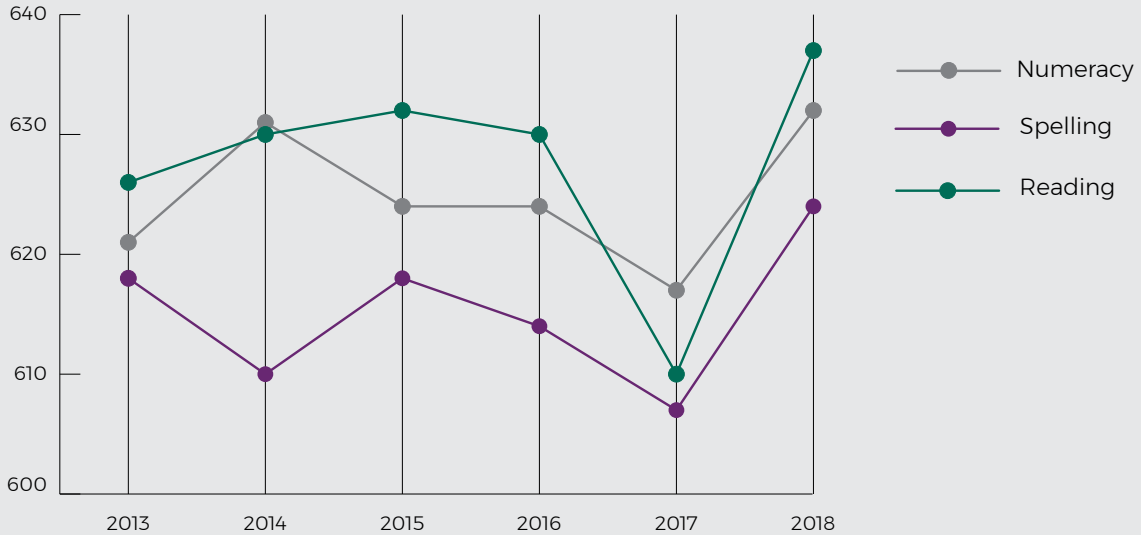
Seymour vs National 2018 Year 7s' mean scores



Seymour's 2018 Year 7s' Spelling – highest mean score ever



Seymour's 2018 Year 9s' highest mean scores since 2012



Student Attendance

Seymour College maintains a high level of attendance.

The average rate for attendance in 2018 for students in Years 1–10 was 95%.

Roll call is taken in form group at the beginning of each day and at every lesson in Middle and Senior School.

Non-attendance is marked on the roll. Students are marked as absent if parents have notified the school.

If a student is still not marked as present by the end of the second lesson, a text message is sent to the parents.

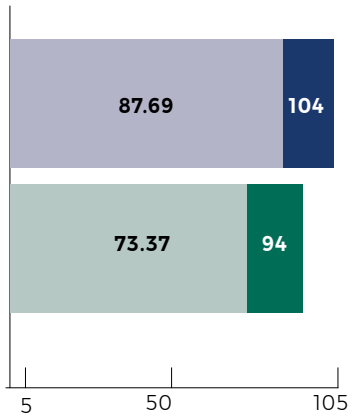
YEAR LEVEL	AVERAGE ATTENDANCE (%)
Year 1	96.67
Year 2	96.71
Year 3	96.38
Year 4	95.49
Year 5	97.22
Year 6	94.73
Year 7	94.76
Year 8	96.00
Year 9	93.61
Year 10	93.78
Total Year 1 to Year 10	**94.99**

Workforce Composition

In 2018 Seymour College workforce consisted of:

- Academic Staff
- FTE
- Corporate Services Staff
- FTE

No staff identified themselves as Indigenous.



Teacher Qualifications

A complete list of teacher qualifications is available in the 2018 Black Watch magazine.

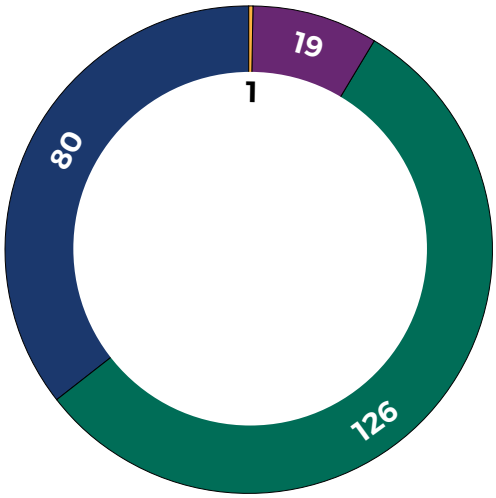
All teaching staff are highly qualified and hold the necessary qualifications for teacher registration in South Australia.

The qualifications include Doctorates, Bachelor and Master Degrees and Graduate Diplomas.

Members of staff may hold more than one qualification.

Teaching Staff Qualifications:

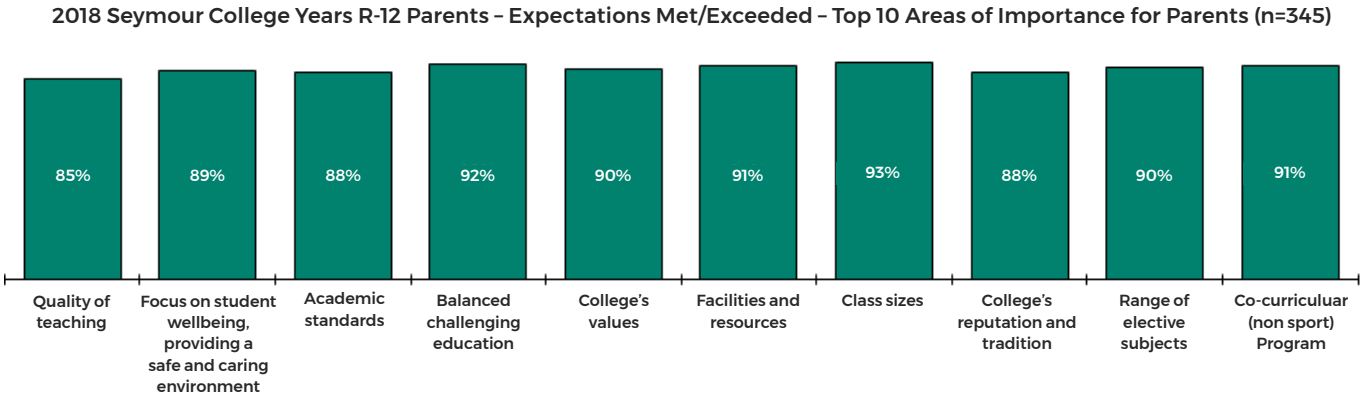
- Bachelor's Degree (126)
- Graduate Diploma/Graduate Certificate/Diploma (80)
- Master's Degree (19)
- Doctorate (1)



Staff Retention Rate

74.90% staff retention rate from 2017-2018.

College Community Satisfaction



Seymour College is committed to listening to the views and expectations from key stakeholders and commissions independent surveys to provide performance feedback on a wide range of related education topics.

Parent Satisfaction

The feedback from the parent survey greatly assists the College with both its operational and strategic planning and its determination to continually improve the educational experience offered to the students.

In 2018, 386 parents from Early Years to Year 12 participated in the survey and provided views on such areas as academic performance, strength, optimism and justice program, co-curricular, sport, communications, reputation and facilities.

In relation to the top five areas parents noted as most important, percentage of expectations met/exceeded were:

- 85% of parents' expectations were met or exceeded in relation to the quality of teaching;
- 89% of parents' expectations were met or exceeded in relation to the focus on student wellbeing, providing a safe and caring environment;
- 88% of parents' expectations were met or exceeded in relation to academic standards;
- 92% of parents' expectations were met or exceeded in relation to a balanced challenging education; and
- 90% of parents' expectations were met or exceeded in relation to the College's values.

The results of the community survey indicate some areas where the College can improve. These include academic achievement, learning support, wellbeing, sport, food quality for boarders, portal services and facilities.

The College Executive has developed an action plan to address these areas, many of which are effectively implemented. Another parent survey will be conducted in 2020, which will allow us to gauge improvements in these areas.

Parents were asked to provide open responses to the most valued aspects of Seymour College. The most frequently nominated aspects were:

- Sense of community;
- Quality education;
- Daughter's enjoyment of going to school;
- College's traditions;
- Daughter's personal development;
- Opportunities provided for my daughter;
- My daughter's friendship circle;
- Balanced education;
- High quality teaching staff; and
- Supportive learning environment.

The following parent comments provide a further indication of satisfaction levels in 2018:

- *My daughter feels a valued part of the Seymour community. She considers herself lucky to be educated at Seymour. She has a real sense of pride in the school and wears her uniform with pride. In public, she is very aware that she*

has a respectful image to portray. She is very happy attending Seymour.

- *My children will leave school with strong academic results and having enjoyed many sporting and extra-curricular opportunities.*
- *Seymour's outstanding ability to balance a quality academic program with sporting, non-sporting and community activities. I see this as being vital to provide a complete education to my daughters and think that Seymour has a bright future.*
- *An excellent cohort of students and teachers who are committed to academic, social and community values. I really love the way my daughter has built confidence and strengths during her stay at Seymour.*
- *Trusting our daughter is well prepared and has the necessary study skills to successfully complete Year 12. The friendships our daughter has developed.*
- *My daughter has found great personal connections in the school, and enjoys her studies - she loves being a learner. We have encountered many very special, passionate teachers who have or do support and inspire her, and it's a joy and a treat to work with these talented people.*
- *A sense of belonging for my daughters. A place where our home values are echoed and supported.*
- *Knowing my girls are being supported, nurtured and encouraged.*
- *Care for the girls, nice families of similar ethics and morals, good friendship groups, good that they get to meet country girls - boarders, ability for good academic results and assistance for tertiary application.*

Student Satisfaction

An indication of student opinion is gained from the 2018 Middle School survey, seeking feedback on the new changes to the curriculum for Years 6 to 9. All Middle School students were invited to respond. There were 185 completed student surveys, representing a 59.6% response rate.

Students were asked to provide open responses to:

the impact STEM, GEM (super-subjects) and all of the new Year 9 Elective options have had on their learning.

The following comments indicate their satisfaction levels in 2018:

I have really enjoyed the combination of the STEM and GEM subjects into two big categories because it has let me make more connections between subjects and meant we do more interesting assignments which include topics from multiple subjects which would normally be completely separate.
Year 6 student

I love the way lessons have been combined. It makes something like the wax dummies fit in much better because it includes history (Global Studies) for the research, English for the script writing, then drama (media) for the performance.
Year 7 student

I think that the impact has been quite positive. We have been able to do more 'out of the box' assignments rather than just writing letters or doing tests which has made learning more enjoyable.
Year 8 student

The new elective subjects have allowed me to really visualise and understand what sort of job I would like to pursue in the future.
Year 9 student

Staff Satisfaction

An in-depth staff survey will be conducted in Term 3, 2019, with the information gathered used to assist the College to further improve the quality of education provided and to allow refinement and monitoring of operational and strategic planning processes. The survey will cover most key areas of the College's value proposition and staff related aspects.

Governance

BOARD MEMBERS IN 2018

Rosina Hislop – *Chair*

Vivienne Brand

Brenton Cox

Richard Dodsworth

Tiffany Hughes

Rachel Swift

Stephen Symons

Craige Whitton

Details of Board members' skills and experience are published on our College website at **www.seymour.sa.edu.au/about/#section-governance**

BOARD COMMITTEES

Finance & Audit Committee

Craige Whitton – *Chair*
David Fraterman
Rosina Hislop

Governance Committee

Vivienne Brand – *Chair*
Rosina Hislop
Tiffany Hughes

ICT Committee

Richard Dodsworth – *Chair*
Rosina Hislop

Nominations Committee

Tiffany Hughes – *Chair*
Rosina Hislop
Craige Whitton

Property & Building Committee

Stephen Symons – *Chair*
Adrian Esplin
Sally Kilgariff
Greg Vincent

Risk & Compliance Committee

Brenton Cox – *Chair*
Rosina Hislop

Note: The Principal, Executive Director Corporate Services and other staff attended ex officio where appropriate.

The 2018 Seymour College Board
Richard Dodsworth
Brenton Cox
Rosina Hislop
Vivienne Brand
Craige Whitton
Rachel Swift
Tiffany Hughes
Stephen Symons

Seymour College is an Incorporated Association, governed by the Board in accordance with its Constitution and governance policies. The role of the Board is to set and regularly review the College's strategic direction, monitor performance of the College and oversee compliance with regulatory obligations.

Responsibility for day-to-day management of the College is delegated to the Principal who is accountable to the Board for the performance of the College within the set policy and strategy framework.

We regularly review our governance practices to make sure they remain contemporary, leading practice and appropriate for a world class school. In 2018, we developed a Board charter, which sets out our responsibilities and standards. The Board charter is published on the Seymour College website at **www.seymour.sa.edu.au/about/#section-governance.**

The Board also sets key result areas for which the Principal is accountable. These include:

- A healthy school culture that enables girls to flourish;
- Academic performance;
- Community engagement;
- Visible leadership of risk management and safety;
- Leading practice governance;
- Brand and reputation; and
- Financial performance.

The Board held 12 meetings during 2018 to discuss strategy, performance and governance. In addition, the Board conducted a focused Strategic Planning Day with the College Executive.

Board Meeting Attendance

2018 Seymour College Board	No. Board Meetings	No. Meetings Attended
Brand, Vivienne	12	11
Cox, Brenton	12	12
Dodsworth, Richard	9	8
Hislop, Rosina	12	12
Hughes, Tiffany	8	8
Swift, Rachel	9	9
Symons, Stephen	12	12
Whitton, Craige	12	12

Finance

The Annual Financial Statements for the year ending 31 December 2018 have been audited by Nexia Edwards Marshall, the College's auditors, and we are pleased to report that an unqualified audit report has been issued.

Seymour College's total revenue increased to $27.9M in 2018 ($26.5M in 2017) primarily consisting of $17.3M (62%) from tuition and boarding fees, and State and Commonwealth grants contributing $4.3M (15.4%) of total revenue.

Whilst operating activities generated a cash surplus of $875k to the College, the 2018 annual results reflect an accounting deficit of $737k which is principally the result of depreciation expenses associated with Property, Plant & Equipment.

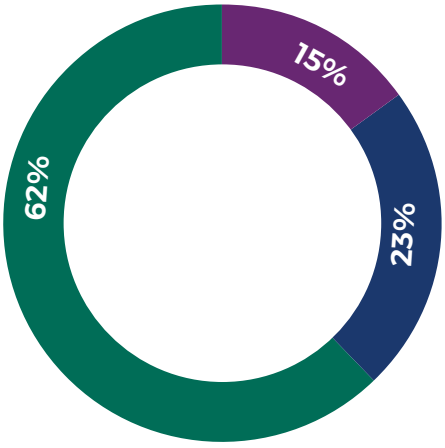
As a College, we continue to seek improvements in our financial results to assist the continued reinvestment back in to the College in the form of outstanding curriculum programs and critical infrastructure, as well as the reduction of debt.

The contemporary nature of education demands new and different learning environments, and in line with the College's Strategic Plan, *Towards our Centenary*, and the associated Facilities Master Plan, 2018 saw the completion of the $2.1m Yurrebilla Centre redevelopment, as well as the commencement of the $3m Stage 1 Abbie Building upgrade.

In addition, the first tranche of a rolling program of smaller capital upgrade projects saw a number of improvements to the Junior School in advance of the 2019 school year.

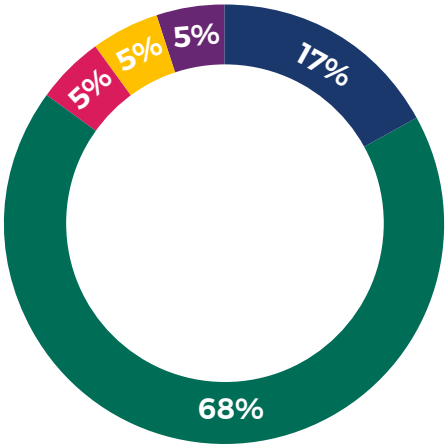
Focus remains on ensuring the long term sustainability of the College through a focused plan to support not only Seymour College's Strategic Plan, but the broader strategic imperative of providing a world-class education to all students that attend Seymour College.

OPERATING INCOME 2018



- Other income
- Tuition and boarding fees
- State and Federal Government grants

OPERATING EXPENDITURE 2018



- Administration and other
- Employment costs
- Depreciation
- Grounds and maintenance
- Teaching resources

Seymour College

Annual Report 2018

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